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ABSTRACT

This annual report contains current information, obtained from Educational Research Service (ERS), on salary schedules for principals and assistant principals; it presents summaries of 1983-84 data by school district enrollment and per pupil expenditure, and trend analysis of maximum scheduled salaries. To enable public school administrators to compare compensation levels in their own and other, similar, districts, ERS conducted a national survey of school systems in fall 1983. The complete three-volume ERS report provides summary and system-by-system data on wages and salaries for 33 professional and support positions in the 1,217 responding school districts; three sets of tables, compiled from the ERS data, are presented here. Sections I and II summarize means, medians, and ranges of minimum and maximum scheduled salaries, first for principals and then for assistant principals, broken down by educational level: section I tabulates these data in four ranges of school district enrollment; section II, in five ranges of per pupil expenditure. Section III analyzes trends in principals' and assistant principals' maximum scheduled salaries for 1980-81 through 1983-84, giving percentage increases for 1983-84 over 1982-83; these data are broken down by district enrollment and educational level. (MCG)

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ADMINISTRATIVE INFORMATION REPORT

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SALARY REPORT #1

PRINCIPALS and ASSISTANT PRINCIPALS

NASSP continues to receive many inquiries stressing the need for accurate national salary data pertaining to principals' and assistant principals' salaries. For the tenth consecutive year, a salary report has been developed as a response to these concerns. With information obtained from Educational Research Service, this report contains current data relating to salary *schedules* for these administrators. To facilitate analysis of the data, *Section I* of this report compares 1983-84 minimum and maximum salary schedule summaries by school district *enrollment size; Section II* makes the comparison by using a *per pupil expenditure* factor; and *Section III* contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in prior years, NASSP's Status and Welfare Committee expressed salary concerns to the research director of ERS and reviewed plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of these suggestions the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey has been conducted for the last nine years, salary trends were also included in this report.

A survey was conducted by ERS last fall, collecting 1983-84 data about salaries scheduled and paid from *1,217 responding school districts* for 33 selected positions in which personnel are employed by public school systems. Again this year a complete report is being prepared by ERS in three volumes: *Scheduled Salaries for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools,* and *Wages and Salaries Paid Support Personnel in Public Schools.* Included in these publications are summary tables and system-by-system listing of data submitted by all responding school districts.

This special *AIR* publication is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of $1 per copy. (Orders of $10 or less must be accompanied by payment.)

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EA 016 673

SECTION I: ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

BY ENROLLMENT GROUPS

1983 - 1984

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total: All Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	128	211	208	62	609
Mean	32,960	33,193	32,710	28,689	32,520
Median	32,804	34,303	32,913	29,066	32,760
Range: Low	18,574	15,510	13,556	18,750	13,556
High	63,024	49,427	52,000	39,608	63,024
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	125	207	205	62	599
Mean	30,330	30,503	30,608	28,154	30,260
Median	30,469	31,443	31,163	28,000	30,538
Range: Low	16,864	15,510	13,556	19,200	13,556
High	51,873	45,151	50,000	38,550	51,873
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	128	211	223	78	640
Mean	28,163	28,250	28,387	27,540	28,194
Median	27,916	28,526	28,685	27,492	28,230
Range: Low	15,044	15,510	13,556	17,093	13,556
High	47,740	39,000	47,000	43,209	47,740

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total: All Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	129	211	209	62	611
Mean	44,340	43,392	43,045	39,386	43,067
Median	43,785	43,348	42,548	38,015	42,888
Range: Low	32,911	25,944	24,749	27,809	24,749
High	67,024	59,696	62,425	57,000	67,024

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	126	208	205	61	600
Mean	40,821	40,082	40,039	36,890	39,898
Median	40,345	39,901	40,300	36,000	39,840
Range: Low	26,268	25,944	22,448	27,315	22,448
High	57,425	57,253	56,936	52,500	57,425
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	129	212	223	77	641
Mean	38,844	37,975	37,620	36,362	37,833
Median	38,348	37,859	37,404	35,772	37,708
Range: Low	25,607	23,567	22,130	24,123	22,130
High	55,685	57,472	56,000	54,160	57,472

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1983-84

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	128	214	208	45	595
Mean	26,814	27,533	27,527	24,753	27,166
Median	26,448	28,333	28,099	25,144	27,258
Range: Low	15,898	14,314	13,556	15,650	13,556
High	49,111	42,726	47,000	35,276	49,111
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	120	204	188	24	536
Mean	25,487	25,822	26,498	24,728	25,935
Median	25,470	26,386	27,389	25,156	26,168
Range: Low	15,393	14,041	13,556	15,456	13,556
High	49,000	38,340	47,000	35,559	49,000

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	87	91	53	12	243
Mean	23,515	22,450	23,439	22,774	23,063
Median	22,904	22,629	23,000	23,077	22,927
Range: Low	14,135	13,929	14,769	17,500	13,929
High	37,407	36,410	36,368	27,323	37,407

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	127	214	210	44	595
Mean	36,605	36,618	36,569	33,757	36,386
Median	37,158	36,367	36,611	33,003	36,319
Range: Low	24,614	24,717	21,148	23,047	21,148
High	55,989	51,455	55,000	48,500	55,989
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	121	205	191	25	542
Mean	34,834	34,260	34,951	33,733	34,607
Median	35,200	34,332	35,327	33,192	34,649
Range: Low	23,952	23,204	17,400	23,996	17,400
High	53,765	49,579	55,000	48,500	55,000
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	88	92	53	12	245
Mean	33,047	31,598	30,955	31,440	31,972
Median	32,685	31,016	31,300	30,717	31,500
Range: Low	23,410	17,512	18,815	23,050	17,512
High	48,505	49,579	44,800	42,142	49,579

* *Using ENROLLMENT of the School District as a Comparative Factor*

SECTION II: ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED BY PER PUPIL EXPENDITURE

1983-84

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$3,500 or more	$3,000 to $3,499	$2,500 to $2,999	$2,000 to $2,499	Below $2,000	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	98	103	188	165	55	609
Mean	36,274	34,477	32,884	30,673	26,467	32,520
Median	36,572	34,863	33,608	30,770	26,323	32,760
Range: Low	20,480	20,520	15,510	17,976	13,556	13,556
High	63,024	51,749	45,743	48,341	38,716	63,024
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	85	97	192	172	53	599
Mean	34,117	32,193	30,692	28,517	24,628	30,260
Median	34,332	32,426	30,677	28,744	24,767	30,538
Range: Low	19,200	19,495	15,510	15,433	13,556	13,556
High	51,873	45,151	43,560	40,741	36,826	51,873
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	92	104	202	185	57	640
Mean	31,638	29,872	28,440	26,771	23,320	28,194
Median	31,105	30,401	28,275	27,060	23,376	28,230
Range: Low	17,920	17,406	15,510	15,433	13,556	13,556
High	47,740	43,209	41,928	38,255	36,826	47,740

Note: In Section II, totals in column 6 (*Totals: All Systems Reporting*) may differ from totals in Section I tables because some school systems providing salary data included in Section I did not provide data on per pupil expenditure used in this analysis. The data in this section should be used as general and not precise indicators of current relationships among categories. Data are not appropriate for year-to-year trends.

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Per Pupil Expenditure					
	$3,500 or more	$3,000 to $3,499	$2,500 to $2,999	$2,000 to $2,499	Below $2,000	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	101	102	186	168	54	611
Mean	48,199	44,082	43,127	40,958	37,906	43,067
Median	47,571	43,532	43,243	41,260	37,676	42,888
Range: Low	34,423	28,500	25,944	24,749	25,445	24,749
High	67,024	61,712	59,696	56,057	49,579	67,024
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	88	97	190	173	52	600
Mean	44,949	41,226	39,844	38,062	35,176	39,898
Median	43,983	41,436	39,675	38,453	34,696	39,840
Range: Low	33,290	30,500	25,500	24,749	22,448	22,448
High	57,425	56,936	57,253	48,314	49,579	57,425
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	95	104	200	186	56	641
Mean	42,654	38,852	37,687	36,228	33,612	37,833
Median	42,227	39,104	37,596	36,096	33,355	37,708
Range: Low	32,267	24,123	24,480	23,567	22,130	22,130
High	56,000	57,472	53,996	46,500	49,579	57,472

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Analysis of Assistant Principals' Salaries Scheduled

1983-84

Mean & Median of *MINIMUM* Salaries Scheduled *

	Per Pupil Expenditure					
	$3,500 or more	$3,000 to $3,499	$2,500 to $2,999	$2,000 to $2,499	Below $2,000	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	92	101	184	164	54	595
Mean	30,983	28,982	27,755	25,347	20,786	27,166
Median	30,778	29,393	27,317	24,809	20,152	27,258
Range: Low	16,640	16,570	14,314	14,003	13,556	13,556
High	49,111	41,308	41,266	42,726	37,804	49,111
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	73	86	178	150	49	536
Mean	29,737	27,769	26,498	24,318	19,957	25,935
Median	29,200	28,240	26,875	24,166	19,339	26,168
Range: Low	16,000	16,010	14,041	14,003	13,556	13,556
High	49,000	38,340	36,565	35,604	28,447	49,000

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Per Pupil Expenditure					
	$3,500 or more	$3,000 to $3,499	$2,500 to $2,999	$2,000 to $2,499	Below $2,000	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	95	100	182	164	54	595
Mean	41,243	37,934	36,738	33,936	31,229	36,386
Median	41,000	37,870	37,020	33,548	30,834	36,319
Range: Low	29,216	28,000	23,800	24,940	21,148	21,148
High	55,989	48,402	51,455	50,786	49,579	55,989
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	76	88	177	152	49	542
Mean	39,684	36,245	34,878	32,404	29,648	34,607
Median	38,869	36,016	35,169	32,307	29,672	34,649
Range: Low	29,154	24,000	23,120	23,567	17,400	17,400
High	55,000	48,402	46,860	41,758	49,579	55,000

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Section III: MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1980-81 through 1983-84 with Percent Increase 1982-1984

Systems with Enrollments of 25,000 or More

	School Year				Increase
	1980-81	1981-82	1982-83	1983-84	1982-1983 1983-1984
PRINCIPALS					
Senior High	36,486	39,689	42,554	44,340	4.2%
Junior High/Middle	33,724	36,693	39,309	40,821	3.8
Elementary	32,349	34,824	37,450	38,844	3.7
ASSISTANT PRINCIPALS					
Senior High	30,207	32,906	35,129	36,605	4.2
Junior High/Middle	28,831	31,345	33,643	34,834	3.5
Elementary	27,465	30,011	32,118	33,047	2.9

Systems with Enrollments of 10,000 to 24,999

	School Year				Increase
	1980-81	1981-82	1982-83	1983-84	1982-1983 1983-1984
PRINCIPALS					
Senior High	36,088	38,928	41,873	43,392	3.6%
Junior High/Middle	33,088	35,744	38,315	40,082	4.6
Elementary	31,453	33,792	36,044	37,975	5.4
ASSISTANT PRINCIPALS					
Senior High	30,841	33,073	35,421	36,618	3.4
Junior High/Middle	28,930	31,195	33,109	34,260	3.5
Elementary	26,550	28,430	30,220	31,598	4.6

All Reporting Systems (300 or More Pupils)

	School Year				Increase
	1980-81	1981-82	1982-83	1983-84	1982-1983 1983-1984
PRINCIPALS					
Senior High	35,369	38,426	41,202	43,067	4.5%
Junior High/Middle	32,804	35,724	38,092	39,898	4.7
Elementary	31,010	33,711	36,006	37,833	5.1
ASSISTANT PRINCIPALS					
Senior High	30,144	32,664	34,724	36,386	4.8
Junior High/Middle	28,634	31,158	33,058	34,607	4.7
Elementary	26,815	29,115	30,678	31,972	4.2